

1 **Chapter 03**
 2 **National Park Service Program Organization & Responsibilities**

3
 4 **Agency Administrator Roles**

5
 6 **Director**

7 The Director of the National Park Service is responsible to the Secretary of the
 8 Interior for fire management programs on public lands administered by the
 9 National Park Service. The Division of Fire and Fire Aviation Management is
 10 responsible to the Director for policy formulation and program oversight.

11
 12 The Chief, Division of Fire and Aviation Management will meet the required
 13 elements outlined in the *Management Performance Requirements for Fire*
 14 *Operations*.

15
 16 **Regional Director**

17 The Regional Director is responsible to the Director for fire management
 18 programs and activities within their region.

19
 20 The Regional Director will meet the required elements outlined in the
 21 *Management Performance Requirements for Fire Operations* and ensure training
 22 is completed to support delegations to line managers and principal actings.

23
 24 **Park Superintendent**

25 The Park Superintendent is responsible to the Regional Director for the safe and
 26 efficient implementation of fire management activities within their unit,
 27 including cooperative activities with other agencies or landowners in accordance
 28 with delegations of authorities. The Park Superintendent or principal acting will
 29 meet the required elements outlined in the *Management Performance*
 30 *Requirements for Fire Operations*.

31
 32 **Agency Administrator Performance Requirements for Fire Management**

PERFORMANCE REQUIRED	NPS Director.	Regional Director.	Park Supt.
1. Take necessary and prudent actions to ensure firefighter and public safety.	X	X	X
2. Ensure sufficient qualified fire and non-fire personnel are available to support fire operations at a level commensurate with the local and national fire situations.	X	X	X
3. Ensure Fire Management Officers (FMOs) are fully qualified as identified in the <i>Interagency Fire Program Management Qualification Standards</i> .	X	X	X

PERFORMANCE REQUIRED	NPS Director.	Regional Director.	Park Supt.
<p>4. Provide a written Delegation of Authority to individual(s) responsible for wildland fire management activities to ensure an adequate level of operational authority, including Multiagency Command (MAC) Group authority, as appropriate. Depending on park organizational structure, written delegations may be provided to the Chief Ranger, Natural Resource Specialist, FMO, designated Fire Coordinator, Park Group FMO, or to individuals from neighboring fire management organizations, provided a written agreement or memorandum of understanding is in-place. Where applicable, an Inter-park Agreement that specifies the reciprocal responsibilities of the Superintendent and Park Group FMO will be prepared. This Inter-park Agreement will be accompanied by an annual delegation of authority.</p>	X	X	X
<p>5. Ensure applicable park resource management objectives are included in Fire Management Plan (FMP). Ensure FMP is annually reviewed and valid. Copies of the park's signed annual FMP Review and Update template (RM-18, Chapter 4, Exhibit 2) or packet, will be sent to the Regional FMO and to the FMPC in Boise.</p>			X
<p>6. Review and approve wildland fire preparedness funding based on and accurate and defensible readiness analysis. Review and approve fuels management funding requests.</p>	X	X	X
<p>7. Develop protection and fire use standards and constraints that are in compliance with agency fire policies.</p>		X	X

PERFORMANCE REQUIRED	NPS Director.	Regional Director.	Park Supt.
8. Ensure use of fire funds is in compliance with Department and Agency policies.	X	X	X
9. Management teams will meet once a year to review fire and aviation policies, roles, responsibilities and delegations of authority. Specifically address oversight and management controls, critical safety issues and high-risk situations such as team transfers of command, periods of multiple fire activity and Red Flag Warnings.	X	X	X
10. Review safety policies, procedures and concerns with field fire and fire aviation personnel. Discussions should include issues that could compromise safety and effectiveness during the upcoming season.			X
11. Ensure timely follow-up actions to program reviews, fire preparedness reviews, fire and fire aviation safety reviews, fire critiques and post-season reviews.	X	X	X
12. Ensure fire and fire aviation preparedness reviews are conducted in all units each year. Parks must complete checklists applicable to their specific program scope and complexity and include appropriate program elements, such as prescribed fire. A summary of the preparedness review findings including standards exceeded or needing improvement will be submitted to the Regional FMO before the fire season.		X	X
13. Ensure an approved burn plan is followed for each prescribed fire project, including technical review and Go/No Go checklists are completed, follow-up monitoring and documentation to ensure management objectives are met.		X	X

PERFORMANCE REQUIRED	NPS Director.	Regional Director.	Park Supt.
14. Meet annually with major cooperators and review interagency agreements to ensure their continued effectiveness and efficiency (may be delegated).		X	X
15. Ensure post fire reviews are conducted on all fires that escape initial attack or are managed as long term incidents. Participate in all reviews that require management by any type of Incident Management Team (Regional Director may delegate).		X	X
16. Provide management oversight by personally visiting wildland and prescribed fires each year.			X
17. Provide incident management objectives, written delegations of authority and Agency Administrator briefings to Incident Management Teams.			X
18. Monitor wildfire potential and provide oversight during periods of critical fire activity/situations.	X	X	X
19. Evaluate the need for resource advisors for all fires and assign as appropriate.			X
20. Convene and participate in annual pre- and post-season fire meetings.	X	X	X
21. Attend <i>Fire Management Leadership Course</i> .		X	X
22. Ensure appropriate investigations are conducted for incidents, entrapments and serious accidents.	X	X	X
23. For all unplanned human-caused fires where liability can be determined, ensure actions are initiated to recover cost of suppression activities, land rehabilitation and damages to the resource and improvements.		X	X

PERFORMANCE REQUIRED	NPS Director.	Regional Director.	Park Supt.
24. Ensure that the appropriate level response plan is completed and approved for all fires according to determined cost and complexity.	X	X	X
25. Ensure there is adequate direction in fire management plans to identify fire danger awareness with escalating fire potential.			X
26. Ensure compliance with National and Regional Office policy and direction for prescribed fire activities and ensure that periodic reviews and inspections of the prescribed fire program are completed.	X	X	X
27. Review prescribed fire plans and recommend or approve the plans depending upon the delegated authority. Ensure that the prescribed fire plan has been reviewed and recommended by a qualified technical reviewer who was not involved in the plan preparation.			X
28. At National Preparedness Level 4 and 5, approve the initiation or continuation of prescribed fire applications based on an assessment of risk, impacts of the proposed actions on area resources and activities and include feedback from the Geographic Area Multi-Agency Coordinating Group.		X	

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Fire Management Staff Roles

National Office

The Fire Director, NPS-NIFC, provides leadership for their fire and aviation management programs and assists regions and parks to develop, implement and maintain safe, effective and efficient fire and aviation management programs that meet land management objectives.

The Fire Director is responsible and accountable for developing policy, program direction and international coordination. The Fire Director works with interagency cooperators to coordinate, reduce duplication, increase efficiencies in wildland fire management and provide feedback to regional offices on performance requirements.

1 **Regional Office**

2 The Regional Fire Management Officer (RFMO) provides leadership for their
3 fire and fire aviation management program.

4 The RFMO is responsible and accountable for providing planning, coordination,
5 training, technical guidance and oversight to the park fire management
6 programs. The RFMO also represents the Regional Director on interagency
7 geographic coordination groups and Multi-Agency Coordination (MAC)
8 Groups. The RFMO provides feedback to units on performance requirements.
9

10 **Park**

11 The Fire Management Officer (FMO) is responsible and accountable for
12 providing leadership for fire and fire aviation management programs at the local
13 level. The FMO determines program requirements to implement land use
14 decisions through the Fire Management Plan (FMP) to meet land management
15 objectives. The FMO negotiates interagency agreements and represents the
16 Agency Administrator on local interagency fire and fire aviation groups.
17

18 The Superintendent annually shall provide and update the expectations of the
19 FMO duties by means of two instruments. One is a limited Delegation of
20 Authority (DOA) that encompasses the scope of duties outlined above. The
21 other is an Inter-park Agreement for those cases where a Park Group FMO
22 handles defined duties on behalf of another NPS unit within the defined Park
23 Group.
24

25 **Fire Management Staff Performance Requirements for Fire Operations**

PERFORMANCE REQUIRED	FIRE DIRECTOR	RFMO	FMO
1. Maintain safety first as the foundation for all aspects of fire and fire aviation management.	X	X	X
2. Ensure completion of a job hazard analysis (JHA) for fire and fire aviation activities so mitigation measures are taken to reduce risk.			X
3. Ensure work/rest and length of assignment guidelines are followed during all fire and fire aviation activities. Deviations must be approved and documented.	X	X	X
4. Ensure that only trained and qualified personnel are assigned to fire and fire aviation duties.	X	X	X

PERFORMANCE REQUIRED	FIRE DIRECTOR	RFMO	FMO
5. Develop, implement, evaluate and document fire and fire aviation training programs to meet current and anticipated needs.	X	X	X
6. Establish an effective process to gather, evaluate and communicate information to managers, supervisors and employees. Ensure clear and concise communications are maintained at all levels.	X	X	X
7. Develop and maintain an open line of communication with the public and cooperators.	X	X	X
8. Ensure that the fire and fire aviation management staff understand their role, responsibilities, authority and accountability.	X	X	X
9. Organize, train, equip and direct a qualified work force. Establish "red card" certification/qualification process at the local level. Individual Development Plans (IDP) should be developed for all employees, but special emphasis must be on employees that do not meet standards.	X	X	X
10. Ensure fire and fire aviation policies are understood, followed and coordinated with other agencies as appropriate.	X	X	X
11. Recognize when complexity levels exceed program capabilities. Increase managerial and operational resources to meet the need.	X	X	X
12. Initiate, conduct and participate in fire management related reviews and investigations, including converted and prescribed fires.	X	X	X
13. Provide for and personally participate in periodic site visits to individual incidents and projects.	X	X	X

PERFORMANCE REQUIRED	FIRE DIRECTOR	RFMO	FMO
14. Utilize the incident complexity analysis to ensure the proper level of management is assigned to all incidents.		X	X
15. Review and evaluate performance of the fire management organization and take appropriate actions.	X	X	X
16. Ensure incoming personnel and crews are briefed prior to fire and fire aviation assignments.		X	X
17. Ensure an appropriate level response plan is completed and approved for all fires according to policy.		X	X
18. Monitor fire season severity predictions, fire behavior and fire activity levels. Take appropriate actions to ensure safe, efficient and effective operations.	X	X	X
19. Provide fire personnel with adequate guidance and decision-making authority to ensure timely decisions.		X	X
20. Ensure a written/approved burn plan exists for each prescribed fire project.			X
21. Ensure effective transfer of command of incident management occurs and oversight is in place.	X	X	X
22. Develop and maintain agreements, annual operating plans and contracts on an interagency basis to increase effectiveness and efficiencies.	X	X	X
23. Provide the expertise and skills to fully integrate fire and fire aviation management into interdisciplinary planning efforts.	X	X	X
24. Work with cooperators to identify processes and procedures for providing fire safe communities.	X	X	X

PERFORMANCE REQUIRED	FIRE DIRECTOR	RFMO	FMO
25. Develop, maintain and annually evaluate the FMP to ensure accuracy and validity.		X	X
26. Ensure budget requests and allocations reflect analyzed anticipated workload.	X	X	X
27. Develop and maintain current operational plans, e.g., dispatch, pre-attack, prevention.	X	X	X
28. Ensure that reports and records are properly completed and maintained.	X	X	X
29. Ensure fiscal responsibility and accountability in planning and expenditures.	X	X	X
30. Assess, identify and implement program actions that effectively reduce unwanted wildland fire ignitions and mitigate risks to life, property and resources. Utilize safe, effective and efficient management.		X	X
31. Effectively communicate the “natural role” of wildland fire to internal and external agency audiences.	X	X	X
32. Complete trespass actions when unplanned human-caused ignitions occur.		X	X
33. Ensure compliance with National and Regional policy and direction for prescribed fire activities and ensure that periodic reviews and inspections of the prescribed fire program are completed.	X	X	X

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2 **Requirements for Fire Management Positions**

3 All NPS employees assigned dedicated fire management program
 4 responsibilities at the park, regional or national level shall meet established
 5 interagency and NPS competencies (knowledge, skills and abilities) and
 6 associated qualifications.

7

1 All NPS employees assigned to wildland fire management incidents will meet
2 the training and qualification standards set by the National Wildfire
3 Coordinating Group.

4
5 The National Incident Management System (NIMS) training requirements for
6 employees that participate in emergency response operations or support are
7 outlined in the DOI Emergency Management Policy Guidance Bulletin 2007-1.
8 This includes, but is not limited to, responses under the National Response
9 Framework (NRF). All employees engaged in emergency related work,
10 including temporary or administratively determined emergency hires, must
11 complete this training. Below are the minimum criteria established by the
12 October 6, 2008 NPS Director Memorandum National Incident Management
13 System Training Requirements for the four basic levels of personnel:

14 • **Entry Level Personnel**

- 15 ➤ FEMA IS-700: NIMS, An Introduction
16 ➤ ICS-100: Introduction to ICS

17
18 • **Single Resource Personnel, Non-Supervisory**

- 19 ➤ IS-700, ICS-100 and ICS-200: Basic ICS or its equivalent

20
21 • **Team Leaders, Supervisors, Emergency Operations Center (EOC)
22 Staff, etc.**

- 23 ➤ IS-700, IS-800.A NRP, ICS-100, ICS-200 and ICS-300 Intermediate
24 ICS

25
26 • **Command and General Staff, Regional Emergency Coordinators, EOC
27 Managers, etc.**

- 28 ➤ IS-700, IS-800.A, ICS-100, ICS-200, ICS-300 and ICS-400 Advanced
29 ICS

30 All wildland fires will be managed by an individual qualified and certified at the
31 command level appropriate to the complexity level of the incident.

32
33 The qualification standards identified in the *Interagency Fire Program
34 Management Qualifications Standards* will be required, in conjunction with
35 specific agency requirements, when filling vacant fire program positions and as
36 an aid in developing Individual Development Plans (IDPs) for employees.

1 **Training**

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3 **Training for Park Superintendents**

4 The following training is required for park superintendents.

- 5 • Fire Management Leadership

6

7 The national course is the preferred alternative to the regionally-sponsored
 8 course. The training should be completed within two years of appointment to a
 9 designated management position.

10

11 **Training for Fire Management Officers**

12 The following training is required for fire management officers.

- 13 • Refer to the Interagency Fire Program Management (IFPM) Standards and
 14 Qualifications required coursework per fire program complexity level.
- 15 • M-3 Aviation Management for Supervisors (every 3 years).

16

17 **NPS Firefighters General Training Requirements**

	One-Time Training	Recurring Training	Annual Training
All Firefighters	Hazardous Materials-First Responder Awareness Level Bloodborne Pathogen (on-line) Aviation B3:Helicopter/Airplane Safety—classroom	First Aid/CPR, every 2 years. Defensive Driving every 3 years. Aviation B3 (on-line), every three years.	RT-130 Annual Fireline Safety Training EEO, Discrimination & Whistleblowing in the Workplace (on-line) HazMat Refresher (on-line)

18

19 **Delegation of Authority**

20

21 **Delegation for Regional Fire Management Officers**

22 In order to effectively perform their duties, the RFMO must have certain
 23 authorities delegated from the Regional Director. The delegation of authority
 24 should include the following roles and responsibilities:

- 25 • Serves as the Regional Director’s authorized representative on Geographic
 26 Area Coordination Groups, including MAC groups.
- 27 • Coordinate and establish priorities on uncommitted fire suppression
 28 resources during periods of shortages.
- 29 • Coordinate logistics and suppression operations region-wide.
- 30 • Relocate agency pre-suppression/suppression resources within the region
 31 based on relative fire potential/activity.
- 32 • Correct unsafe fire suppression activities.

- 1 • Direct accelerated, aggressive initial attack when appropriate.
- 2 • Enter into agreements to provide for the management, fiscal and operational
- 3 functions of combined agency operated facilities.
- 4 • Suspend prescribed fire activities when warranted.
- 5 • Give authorization to hire Emergency Firefighters in accordance with the
- 6 DOI Pay Plan for Emergency Workers.
- 7 • Approve emergency fire severity funding expenditures not to exceed the
- 8 Regional annual authority.

9

10 **NPS Duty Officer (DO)**

11 All Fire Management Officers are responsible to provide DO coverage during
12 any period of predicted incident activities. DO's responsibilities may be
13 performed by any individual with a signed Delegation of Authority from the
14 local agency administrator. The required duties for all DOs are:

- 15 • Monitor unit incident activities for compliance with NPS safety policies.
- 16 • Coordinate and set priorities for unit suppression actions and resource
- 17 allocation.
- 18 • Keep agency administrators, suppression resources and Information
- 19 Officers informed of the current and expected situation.
- 20 • Plan for and implement actions required for future needs.
- 21 • Document all decisions and actions.

22

23 DOs will provide operational oversight of these requirements as well as any
24 specific duties assigned by fire managers through the fire operating plan. DOs
25 will not fill any ICS incident command functions connected to any incident. In
26 the event that the DO is required to accept an incident assignment, the FMO will
27 ensure that another authorized DO is in place prior to the departure of the
28 outgoing DO.

29

30 **Capital Equipment Committee**

31 The NPS Capital Equipment Committee meets twice yearly to identify
32 equipment problems, needs, priorities and NPS standards for all wildland fire
33 vehicles (WCF and non-WCF). This committee is comprised of engine foremen
34 (captains), fire management officers and representation from the wildland fire
35 modules. The permanent chairperson is the Fire Equipment and Facilities
36 Specialist at the Fire Management Program Center.

37

38 **Vehicle Color and Marking**

39 Vehicles dedicated to wildland fire activities shall be white in color and have a
40 single four-inch wide red reflective stripe placed according to NFPA 1906
41 (NFPA 1906 8.8.3, 2006 edition). The word "FIRE" red with white background
42 color will be centered on the front fenders. "FIRE" may also be placed on the
43 front and rear of the vehicle. The NPS Arrowhead will be placed on the front
44 doors. The size and placement of the arrowhead will be as specified in RM-9.

- 1 An identifier will be placed on the vehicle according to local zone or GACC
- 2 directions. Roof numbers will be placed according to local zone procedures.

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4

Engine Staffing Standards

Engine Type	Target †Daily Staffing	WCF Mandatory Staffing During Defined Season	Minimum 410-1 Standards	Min Quals, out-of-park Response	Min Quals, In-park Response
3	5*	4*	3	ENGB, 2-FFT2	ENGB, 2-FFT2
4	5*	4*	2	ENGB, 2-FFT2	ENGB, FFT2
5	5*	4*	2	ENGB, 2-FFT2	ENGB, FFT2
6	3	3	2	ENGB, 2-FFT2	ENOP**, FFT2
7	3	2	2	ENGB, FFT2	ENOP**, FFT2

- 5 † When stautused available for off-park assignments
- 6 * Engines staffed with more than 3 will always have a qualified engine operator
- 7 (ENOP) in addition to an ENGB
- 8 ** ENOP must also be qualified as ICT5
- 9
- 10 ENOP is an agency specific qualification. To add this position to an employee
- 11 in IQCS use the NPS00 SetID.
- 12
- 13 NPS ENOP Prerequisites: FFT1, L-280, RT130, FITCAT, ENOP PTB
- 14 ENOP PTB can be found at: <http://www.nwcg.gov/pms/taskbook/taskbook.htm>

Working Capital Fund

17 Most wildland fire vehicles are funded and managed under the Working Capital
 18 Fund (WCF) Fire Equipment Program through the Fire Management Program
 19 Center. The working capital funding for the program is administered through an
 20 interagency agreement with the BLM. The NPS’s WCF fire equipment program
 21 acquires specialized equipment including: engines, crew carriers, support
 22 vehicles and water tenders to meet the NPS’s fire program requirements.
 23 Specialized fire equipment design and specifications are developed through the
 24 analysis of identified needs and survey of new technologies. Acquisition of units
 25 is done through contracting with venders identified on GSA contracts.

Fire Equipment Development

28 The Fire Equipment and Facilities Specialist, located at NIFC, is responsible for
 29 ordering, receiving, inspection and distribution of new fire equipment.

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1 **Upgrades and Accessories**

2 For equipment funded through the WCF, options added by parks that are not
3 part of the current agency standard (e.g. supplemental lighting, winches, special
4 paint, radios, etc.) are considered add-on items and are not funded with WCF
5 funds. The cost of the modifications and optional equipment is the
6 responsibility of the regional or local office. It is the responsibility of the Fire
7 Equipment and Facilities Specialist to ensure that add-on equipment is safely
8 and professionally installed and that it does not compromise the designated
9 function, safety, or weight limits of the equipment/vehicle. Park units are not
10 permitted to add options to WCF vehicles without prior authorization from the
11 Fire Equipment and Facilities Specialist.

12

13 **Travel on FMPC Funds**

14 Travel using FMPC funding is allowed for Fire Management Program Center
15 and Accounting Operation Center staff attending pre-work conferences, serving
16 as contracting officers or project inspectors on fire equipment related contracts.
17 The FMPC also provides travel funding for park personnel to transport new
18 specialized fire vehicles back their respective parks, or at the discretion of the
19 Fire Equipment and Facilities specialist to transport equipment commercially.
20 Ideally the retrieval of new vehicles should be done by park fire individuals so
21 they can obtain a thorough briefing of the operational features of the vehicle by
22 the manufacturer.

23

24 **Vehicle Repairs Maintenance**

25 The cost of all vehicle repairs and maintenance is the responsibility of the
26 individual parks unless the damage is directly attributable to operations on a
27 wildfire. In that case, with approval from the IC, the damages may be paid for
28 under the fire's suppression account. Daily preventative maintenance checks,
29 regular servicing and prompt repairs are critical to providing mission readiness,
30 performance and safe operation. Wildland fire vehicles that are not
31 operationally sound or have safety deficiencies must not be put into service. In
32 addition, vehicles that suffer from mechanical or safety issues while enroute or
33 on assignment must be taken out of service at the earliest opportunity in which it
34 is safe to do so and must not be put back into service until corrective action can
35 be completed.

36

37 **Fixed Ownership Rates (FORs)**

38 FORs are fees that are paid into the WCF annually for each vehicle in the
39 program. These fees continue to accumulate over the life of a vehicle and are
40 used to replace each vehicle at the end of its life cycle. The FOR is adjusted
41 annually by the WCF manager to reflect changes in replacement costs due to
42 inflation and/or changes in standards.

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1 Property Transfer/Replacement

2 Surplus vehicles originally purchased through the WCF will be excessed
3 through a defined process with funds generated from the sale returned to the
4 BLM Working Capital Fund Program. To initiate disposal of surplus vehicles, a
5 SF-126 form will be submitted to the NPS Fire Equipment and Facilities
6 Specialist (FEFS) upon receipt of new vehicle. After review, the FEFS will ask
7 the Capital Equipment Committee to determine if there is priority placement
8 needed for the surplus unit within the NPS and the Park unit's cooperators. If
9 so, a fair market value will be established and the receiving park unit or
10 cooperator will reimburse the WCF for that amount. If there is no identified
11 need or interest within the NPS or cooperator community, the SF-126 form will
12 be transferred to BLM. The BLM will manage the disposal of all surplus
13 WCF equipment. Sale proceeds from excessed fire vehicles are returned back
14 into the WCF. Parks should not excess WCF fire equipment through normal
15 GSA channels. Vehicles not purchased through the WCF should be disposed of
16 per current NPS property disposal procedures.

17

18 Fitness Equipment and Facilities

19 *DO/RM-57 Occupational Medical Standards, Health and Fitness defines the*
20 *minimum equipment needed to meet physical fitness goals. The following*
21 *guidance will be used to specifically determine fire funding expenditures for*
22 *equipment purchase:*

23

24 The fire funding expenditure will represent the percentage of arduously-rated
25 fitness participants in a park. For example, park XX may have 20 total
26 arduously-rated fitness participants in its health and fitness program, five of
27 whom are wildland firefighters. Fire funding would pay 25 percent of the cost
28 of equipment purchase.

29

30 Where all of a park's mandatory fitness participants are wildland firefighters;
31 fire will fund up to a maximum of \$1,200 per park per year for equipment
32 purchase. The Regional Fire Management Officer's approval is required for
33 purchases in excess of that amount.

34

35 DO-57/RM indicates that health club costs must be borne by park management
36 for mandatory fitness participants. However, in-park exercise facility
37 development is the preferred option. Where this is not possible, health club
38 costs, not to exceed \$360 per year, may be paid from fire funds for each
39 wildland firefighter mandatory program participant. Approval from the regional
40 fire management officer is required for annual fees that exceed \$360.

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1 **Firefighter Target Physical Fitness Standards**

2 These are voluntary targets. They are not mandatory. These targets are
 3 established to provide NPS firefighters a common standard against which to
 4 gauge their physical fitness level. NPS firefighters are encouraged to meet or
 5 exceed these standards.

	Age 20-29	Age 30-39	Age 40-49	Age 50 & Up
1.5 Mile Run	11:58	12:25	13:05	14:43
Sit-Ups (1 minute)	40	36	31	26
Push-Ups (1 minute)	33	27	21	15

6 The guide below may be used to adjust the 1.5 mile run times to compensate for
 7 altitude differences:

Altitude in feet	1.5 mile run time adjustment
0 - 5,000	No adjustment
5,000 - 6,000	Add 30 seconds
6,000 - 7,000	Add 40 seconds
7,000 - 8,000	Add 50 seconds

8

9 **National Fire Operations Fitness Challenge**

10 The national fire operations fitness challenge encourages and recognizes
 11 achievement in physical fitness by NPS firefighters. The fitness challenge
 12 provides a common system by which NPS firefighters can measure current
 13 fitness, establish fitness goals and track fitness improvement. The fitness
 14 challenge is voluntary, but NPS firefighters are encouraged to participate. The
 15 fitness challenge tests participants in four basic exercises - push-ups, pull-ups,
 16 sit-ups and a timed run of 1.5 miles. Test results are compiled into a final
 17 overall score. Unit and Regional offices are encouraged to support and
 18 recognize achievement in firefighter fitness. Specific information on the fitness
 19 challenge is located at
 20 www.blm.gov/nifc/st/en/prog/fire/fireops/fitness_challenge.html.

21

22 **Wildland Fire Uniform Standards**

23 The Service-wide Uniform Program Guideline (DO-43) sets forth the
 24 servicewide policies and associated legal mandates for wearing the NPS uniform
 25 and for authorizing allowances to employees.

26

27 The guideline states that superintendents administer the uniform program within
 28 their areas and are responsible for developing and communicating local uniform
 29 and appearance standards in accordance with DO-43, determining who will wear
 30 the uniform and what uniform will be worn and enforcing uniform and
 31 appearance standards. Three options exist for uniforms for wildland fire
 32 personnel:

- 1 • Within the context of the uniform standards, if the conventional NPS
2 uniform is identified at the local level as required for specified fire
3 management staff, fire program management funds may be used to support
4 uniform purchases in accordance with allowance limits identified in DO-43.
5 • While Nomex outerwear (i.e., shirts, trousers, brush-coats), routinely issued
6 as personal protective equipment, has become recognized as the uniform of
7 the wildland firefighter as a matter of necessity, these apparel also have
8 justifiable utility as a uniform standard at the park level for certain fire
9 and/or ONPS base-funded wildland fire staff.
10 • When the conventional NPS uniform or the full Nomex outerwear is not
11 appropriate or justified, local management with park superintendent
12 approval may establish a predetermined dress code for fire staff. The goals
13 of the NPS uniform program can appropriately be applied (with common
14 sense) to this departure from the norm.

15
16 Where appropriate and justified, fire funds may be applied to the purchase of
17 100 percent cotton tee shirts, sweatshirts and ball caps, with appropriate logo
18 and color scheme, to augment the Nomex outerwear worn in conjunction with
19 project or wildland fire management incidents. Nomex outerwear will usually
20 be returned to the park's fire cache based on the tour of duty (end of season,
21 transfer to another park, etc.).

22
23 The fire management officer is responsible for establishing a reasonable
24 allotment schedule for new or returning employees, commensurate with supplies
25 provided in previous seasons. A suggested per person issuance is three to four
26 tee shirts, one ball cap and one sweatshirt (where appropriate). \$100 would
27 normally be adequate to cover costs of this issuance.

28
29 Just as with uniform allowance discussed in DO-43, the intent of fire-funded
30 purchases is to defray the cost of the appropriate apparel, not necessarily to
31 cover the cost of all items. This will not only be factored into the quantities
32 deemed necessary for the individual, but would also preclude fire-funded
33 purchases of fleece jackets, rain gear and other personal items generally
34 considered the responsibility of those employees not covered by the NPS
35 uniform program. Exceptions to this should be well-justified and documented.

36 37 **Fire Management Credentials**

38 Official fire identification credentials are approved for issuance to National Park
39 Service (NPS) employees with fire as a primary or secondary responsibility as
40 identified in their individual position descriptions and approved by Firefighter
41 and Law Enforcement Retirement Team (FLERT). These credentials provide
42 fire personnel with similar professional identification as being used by many fire
43 cooperators. The fire credentials consist of a badge, identification card and case
44 that are issued as government property. The badge complies with national fire
45 standards, has red trim and labeled as Fire Chief, Fire Manager or Firefighter.
46 The fire credentials are to be carried in a wallet type case and utilized for

1 identification purposes only and will not be worn with the official NPS uniform
2 or otherwise conflict with DO-43. Lost or stolen credentials, as government
3 property, should be entered into NCIC for confiscation and returned when
4 found.

5 **Invasive Species Management**

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7 **Operational Guidelines for Aquatic Invasive Species**

8 In order to prevent the spread of aquatic invasive species, it is important that fire
9 personnel, not only recognize the threat aquatic invasive species pose to
10 ecological integrity, but how our fire operations and resulting actions can
11 influence their spread. Each geographic area may have specific guidelines
12 related to localized aquatic invasive species. Therefore, it is recommended that
13 you consult established local jurisdictional guidelines for minimizing the spread
14 of aquatic invasive species and for equipment cleaning guidance specific to
15 those prevalent areas and associated species.

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17 To minimize the potential transmission of aquatic invasive species, it is
18 recommended that you:

- 19 • Consult with local biologists, resource advisers (READ) and fire personnel
20 for known aquatic invasive species locations in the area and avoid them
21 when possible.
- 22 • Avoid entering (driving through) water bodies or saturated areas whenever
23 possible.
- 24 • Avoid transferring water between drainages or between unconnected waters
25 within the same drainage when possible.
- 26 • Use the smallest screen possible that does not negatively impact operations
27 and avoid sucking organic and bottom substrate material into water intakes
28 when drafting from a natural water body.
- 29 • Avoid obtaining water from multiple sources during a single operational
30 period when possible.

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32 Remove all visible plant debris, soil and other materials from external surfaces
33 of gear and equipment after an operation. If possible, power-wash all accessible
34 surfaces with clean, hot water (ideally > 140° F) in an area designated by a local
35 READ.